

Palomar Medical Center West: Hospital of the Future

By Nora Haile
Contributing Editor
California Healthcare News

On the west side of the Escondido city limits, Palomar Pomerado Health is building the “hospital of the future.” The 50+ acre site is about two miles from the existing Palomar Medical Center, neatly placed to be easily accessible by Escondido and San Marcos residents via either the nearby I-15 or Highway 78. The two-towered, 740,000 sf facility will house full diagnostic services, operating rooms, cardiac catheter and interventional

radiation, procedure rooms and space for a future inter-operative MRI, plus a large ED and Trauma Medicine area. On opening day in 2012, Palomar Medical Center West will have 288 single-patient rooms available – 120 in the West tower, and 168 medical-surgical designated beds in the East Tower. Eventually, as demand increases, additional “shelled” floors can be opened within the existing structure, giving the facility 360 beds. As with many California healthcare facilities, the inception of Palomar Medical Center West (PMC

West) was the result of needing to meet seismic codes. “We were faced with a facility that was situated on a site unsuitable for expansion due to size and an elevated landscape that would be cost-prohibitive to transform,” explained Marcia Jackson, Director of Facilities Planning & Transformation at Palomar Pomerado Health. “There was a convergence of state mandate, capacity issues and location. The Board and CEO felt we needed to find a larger site.”

Please see> **Palomar, P3**



Palomar Medical Center West

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LETTERS TO THE EDITOR

If you have questions or suggestions regarding the News and its contents, please reply to dpeel@cahnews.com.

Letter from the Publisher and Editor



Dear Reader,

I've received a number of questions related to my recent calls for healthcare management articles. Here are a few of the most common questions and my responses.

Is there any cost or obligation? No. Our business model is to provide high value content to our readers by publishing these types of articles. Employers support our costs by posting jobs on our web site and in our newsletter. Our costs are also supported by advertisements in our newsletter and in the Consultant Marketplace section of our web site.

How long is the article? Writers should target 750 words.

Can I include graphs and other images? Yes, but we'll only publish them if space allows and they are high resolution (300 dpi or better).

Will you publish my picture? Yes, but we'll only publish writer pictures if they are a portrait type (see mine above) and high resolution.

What should I write about? We're open to all topics that are written towards an audience of professional to executive healthcare administrators. However, we're partial to articles describing how the management of healthcare was improved in your organization.

What are your deadlines? We publish monthly and publish all content within thirty days of receipt. All content is subject to editorial control and change.

I hope this helps. Remember, we only accept at-large articles from employees of hospitals, clinics, provider organizations and health insurance companies. Until next month,

David Peel, Publisher and Editor



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Next, the organization studied how to create not only a new facility, but also a hospital that would look at the future of healthcare, technology and consider evidence-based design. “Champion” teams made up of staff and management examined what care delivery needed to look like and how to build an environment that would support the desired model. They also researched sustainability measures, how to create a true healing environment, and conducted site visits to other healthcare facilities. “All final recommendations were heavily research-based,” said Jackson. “Only the best of the best made it to the design phase. Our CEO was firm about building in flexibility so we didn’t preclude the next generation of healthcare.”

The best of the best included ideas from their involvement in the Center for Health Design (Pebble Project®), where lessons learned from other healthcare facilities were a boon. “We looked at how the building itself can help actually make the room safer, mitigating risks,” Jackson mentioned. Transformation was also an operative term for design and use. While in the current center physicians each have their own space, in Palomar Medical Center West, co-location will be the norm. “For our medical teams to be as successful in the new building as they are right now, we’ve involved them at all stages of the design process.” The process also included significant input from the Board, representing the constituents, which provided insight and expertise into the final design and building.

Private patient rooms, decentral-

ized workstations for nurses next to patient rooms, leveraging technology to facilitate communication between nurses and physicians – all aspects were brought together to improve patient care and safety. “Research showed such setups were better for quality and patient satisfaction,” she continued. “The efficient and quality workflow means the patient benefits, as does the caregiver.”

The layout, geared to support new workflow and patient-centered care, will also accommodate future technology. “Supplies will be closer to the patient’s room, so caregivers and nurses have immediate access to the core supply areas,” Wendy Cohen, Director of Facilities Construction said. “And though we can’t know what technology will bring, we can build in flexibility to modify the building with ease.” They’ve run the cable space half-full and beefed up structure to allow for future room changes without recalculating the structure for the entire building. Plus, they designed the building to withstand a maximum earthquake event.

Cohen said, “I know patient-centricity for a hospital seems obvious, but often the concept isn’t at

the forefront of the design process. It was for us, which meant we needed to design a healing, sustainable environment that supported future flexibility.” Accessibility to natural light and the outdoors occurs throughout the building, with every patient floor having at least two fully planted outdoor terraces. Cohen shared, “There was a lot of energy modeling on the front end and we selected our finishes with strong sustainability criteria in mind.” Aesthetically, Palomar Pomerado integrated the green materials to evoke a warm, welcoming feel in the common areas, including fully planting the 1.5 acre articulated roof with native plants, providing an enjoyable view for patients, as well as anyone using the third floor restaurant terrace.

As Jackson explained, Palomar Pomerado Health isn’t just building a new facility; they’re transforming their processes for care delivery. Patient-centric, built to sustainable principles with safety and efficiency at the fore, Palomar Medical Center West will surely meet its goal to be the hospital of the future.

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Flexible Financing: Taking a Look at Low Short-Term Interest Rates Options

By Anthony J. Taddey
*Managing Director
Lancaster Pollard*



By Jason J. Dopoulos
*Vice President
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As an old Chinese proverb says, “Crisis can be used as an opportunity by some.” As the U.S. economy continues to struggle, both long-term fixed and short-term variable interest rates have been very low and may remain low through mid-2013, according to the Federal Open Market Committee. Hospitals looking for flexibility in their funding options may want to consider financing a new project or refinance existing debt with a variable-rate financing structure.

Show Me the Interest Savings

The LIBOR one-month rate and

SIFMA indices are the taxable and tax-exempt benchmarks for financing debt with short-term rates. The one-month LIBOR rate, currently at .23% at the time of writing this article, is used to price floating-rate notes and variable-rate mortgages. The SIFMA municipal swap index, now at .15%, is used in remarketing tax-exempt variable-rate demand bonds. Both rates have fallen significantly since 2008.

Long-term fixed interest rate financing yields also are low. The recent average general market 30-year A/A health-care bond interest rate is 5.44% and the average Baa/

BBB 30-year health-care bond yield is 6.32%. Both are lower than just two years ago.

Both short-term and long-term rates can lower the cost of debt financing compared to just a few years ago. Which is the best way to go?

Using a short-term structure can provide a very low cost of capital and provide future financial flexibility, but it will come with renewal risks. Using long-term fixed rates will lock in today’s low rates and provide amortization over a long time, perhaps increasing the amount that can be borrowed. However, these structures provide less flexibility in the first 5 to 10 years. This article will focus on finance structures that use today’s short-term rates, which one that works best depends on the type of project needing financing and how comfortable the borrower is with the terms and inherent risks.

LOC-Backed Variable-Rate Demand Bonds

A LOC-backed variable-rate demand bond provides the borrower access to short-term variable interest rates using a bank’s credit rating instead of the borrower’s. The interest rate is based on current market levels, often using the SIFMA index. VRDBs have con-

sistently provided the lowest cost of capital and remain attractive in today’s interest-rate environment.

Benefits to LOC-Backed VRDBs:

- Cost-effective way to provide credit enhancement.
- Allows ready access to bond market.
- Indices used to set VRDB rates are currently at historically low levels.
- Strong borrowers may be able to obtain a LOC in the 1% range.

The Federal Home Loan Banks LOC Wrap

Federal Home Loan Banks are rated AA+ and can enhance taxable-debt issuances when an FHLB-member bank provides an underlying LOC. This means local banks could provide organizations access to investment-grade credit enhancement usually available only from larger banks.

Benefits to FHLB LOC Wrap:

Provides a higher credit rating and, therefore, lower cost of capital.

- Borrower’s LOC fee stays local.
- For larger projects, the borrower can involve multiple local banks so long as the banks are willing to take a parity-security position in the collateral.
- Currently, provides better interest-rate savings than tax-exempt debt plus fewer upfront closing costs and restrictions.

Index Floaters

The index floater is an often overlooked financing structure. Like the LOC wrap, an index floater is most affordable to high noninvestment-grade and investment-grade borrowers. However, this structure also could work for borrowers farther down the credit continuum, including lower-rated and unrated borrowers.

The index floater is a multi-modal VRDB with an initial index-floater mode or period (typically 3 years) during which the bond pays an interest rate equal to a short-term index plus a fixed credit spread (equal to about what the LOC would have been on a LOC-backed VRDB). The bond can be sold through a public offering or privately placed directly with a bank and is subject to a one-time mandatory tender at the end of the initial period, at which time the bond can be remarketed to any other mode available under the documents. The index floater’s interest rate resets periodically (often monthly or quarterly, but could also reset weekly, semi-annually or annually).

Benefits to index floaters:

- Avoids LOC and remarketing fees.

- Multimodal flexibility helps keeps interest rates low while providing flexibility after the one-time mandatory tender.

Timing IS Everything

In today’s interest rate environment, short-term variable rate financings may reduce the cost of capital when compared to long-term fixed rate structures. If short-term interest rates remain low, the debt-service savings can generate significant cash-flow savings for the organization. An investment banker can help a borrower determine whether financing with today’s short- or long-term rates, or a combination of the two, will best meet an organization’s circumstances and objectives.

Anthony J. Taddey is a managing director and Jason J. Dopoulos is a vice president for Lancaster Pollard, a leading provider of debt financing and investment advisory services for hospitals nationwide. They are located at the firm’s Western Region office in Los Angeles, Calif., and can be reached at (310) 458-9180. To download Lancaster Pollard’s guide explaining hospital financing options, visit www.lancasterpollard.com/site.cfm/Our-Focus/Health-Care-Finance.cfm.



Ten Ways CFOs Can Get Ahead of the Health Care Reform Curve

By Chris Rivard
*Moss Adams National Health
Care Leader*



Certain portions of the recently passed health care reform law are in the headlines—and in the courts—as opponents of the legislation seek to roll back or repeal what they view as governmental overreach. The specific and most vociferous complaint is that the government's mandate that everyone have health insurance is unconstitutional.

As of this writing, it's unclear what future verdicts will be handed down by federal judges or whether the Supreme Court will eventually weigh in on the issue. It's also uncertain what action—if any—state

legislatures may take in terms of scaling back health care reform's scope and power.

And lastly, with the Republicans taking official control of the House of Representatives, many components of the legislation may come under fire, resulting in modifications and unpredictable outcomes.

All these unknowns are causing doubts and concerns in the health care industry, and a wide spectrum of individuals and institutions are trying to figure out how—or whether—to proceed given the challenges being posed to the new reform measure.

Regardless, one thing seems clear: Even though health care is in flux, organizations must proactively move ahead with planning, analysis, and collaborative discussion, operating under the assumption that any changes to health care reform won't significantly alter the direction in which they must head. In other words, regardless of which specific provisions of the health care reform legislation take effect, organizations across the continuum are likely to face unprecedented changes in the way they conduct business.

So what can health care CFOs do to prepare? Plenty. Here are 10

things to focus on to help you and your organization prepare for an uncertain future:

1. Run a model for your organization that assumes payment at 100 percent Medicare rates. This is a stress test that will indicate your ability to survive the coming changes and highlight areas where you can make improvements or cost reductions.
2. Commit to a renewed focus on cost containment and efficiency. Decreases in revenue are surely coming and, regardless of quality improvements, will require a reduction in costs. This is important not only to improve the bottom line but also to make your organization an attractive partner to others.
3. Analyze opportunities for collaboration or integration with other partners. The concepts of bundled charges and accountable care are real, and planning needs to begin now.
4. Consider approaching insurers and proactively renewing contracts to prevent tough negotiations in the next year or two. You might also consider offering price reductions now to preempt larger cuts in the fu-

ture. This could in turn result in more volume directed to your organization.

5. If your entity is tax-exempt, establish a methodology to meet the new reporting requirements that begin in 2010 and 2012, including a community health needs assessment. Plan also for much tougher justification of tax-exempt status.
6. Be very frugal with spending and make sure your leadership team is clear regarding any revenue return for new capital investments.
7. If you work for a hospital, assume your facility is over-bedded and that services will continue to be pushed to an outpatient setting. Plan for greater acuity in existing beds but possibly lower census.
8. Create or maintain an image that draws others to your organization for integration opportunities. This necessitates public recognition of cost efficiency and quality care.
9. Plan for short-term increases in your own employee health care costs and put incentives in your health care plan to promote wellness and prevention.
10. Plan for more government enforcement and intervention, whether from Recovery Audit Contractors, Medicaid integrity auditors, or others.

many aspects of health care reform is still uncertain, you must continue to move your organization toward quantifying and demonstrating value to purchasers, partners, and patients. Tomorrow's successful health care entity is one recognized for flexibility, cost efficiency, and quality of care.

Chris Rivard has served health care organizations for more than 25 years. He is a frequent speaker and author on a variety of topics, including health care reform and accountable care organizations. He can be reached at 509-834-2456 or chris.rivard@mossadams.com.



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In sum, the worst thing a health care CFO can do is become complacent. Although the timing of

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This position requires strong leadership qualities, well developed clinical skills and must have substantial knowledge of California, CLIA and Joint Commission standards.

Must qualify as a general supervisor under California guidelines. Prior managerial experience in all areas of the laboratory is required.

California Clinical Laboratory Scientist License; be certified by one of the major accrediting societies such as ASCLS, ASCP or NCA.

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The position requires: A minimum of ten (10) years of recent, relevant management level experience, a majority of which should have been in a senior leadership position which included responsibilities for development and implementation of strategic programs, policies and practices in support of overall operational mission, objectives and goals. Management experience within a health care organization (managed care or prepaid health system experience is preferred), which must have included experience with the Medi-Cal program, general and fiscal operations, customer service and provider relations, health care information systems, and regulatory compliance. A PhD or Master's degree in Business, Public Health or Health Administration or a closely related field is preferred, or an equivalent combination of education and experience. A Current, unrestricted California RN license is preferred.

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Mammography Manager (Salinas, CA)

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Located in the beautiful Central Coast/Monterey Bay area of California, Salinas Valley Memorial Healthcare System offers a compensation package and work environment that will impress you. Please visit our website and apply online at: www.svmh.com, or email resume to: resumes@svmh.com. EOE

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Nurse Manager - Emergency Services (Lynwood, CA)

At St. Francis Medical Center, compassionate service means providing care with gentleness and kindness. It also guides our efforts to meet the healthcare needs of the whole person — body, mind and spirit. We invite you to consider this exciting opportunity to share our values and join our healing mission.

The successful applicant will act as a liaison to the pre-hospital EMS agencies, medical staff, patients, families and the community while coordinating clinical activities, education, research and administrative duties within the guidelines set forth in the Department of Health Services Trauma Services Agreement. This position requires working collaboratively with all members of the management team and medical staff towards achieving the Medical Center's goals and objectives. Duties will include providing on-going leadership, overseeing the daily operations of the department, processing payroll, preparing staff schedules, assisting with budgeting and participating in staff recruitment/evaluations.

To be qualified for this position, you must have two years of recent supervisory experience, three years emergency or critical care experience, fiscal and operational skills in managing a nursing unit and be proficiency in Microsoft Office products.

Licenses/Certifications: Current CA Registered Nurse license. Current BLS-C (AHA) card. Current ACLS. Current PALS. TNCC course with certification.

St. Francis team members enjoy professional growth and educational advancement, as well as excellent benefits that include medical, dental and vision plans, plus generous paid time off, a tax-deferred annuity and a matched contribution retirement plan. For immediate consideration, please apply online at: www.stfrancismedicalcenter.org. EOE



Project Manager - Strategic Program Office (Duarte, CA)

In this high-visibility position, you will have the opportunity to drive important organizational changes as you work closely with the VP of Strategic Program Office and senior management to develop pragmatic approaches to business problem solving. You will be responsible for planning and oversight of key project management strategic initiatives to ensure successful execution and outcome servicing City of Hope, City of Hope National Medical Center, and Beckman Research Institute, Business Support Services, and the Development Group. Since these areas operate as independent business units, you will enjoy a variety of challenges in an environment that is dynamic and committed to growth and advancement. The position involves mentoring project analysts or project sponsors regarding business cases for projects, resource planning, and financial analytics.

We're seeking a well-rounded project manager with a Bachelor's degree (Master's preferred) in Business or Healthcare Administration and seven to ten years experience in Healthcare strategic planning or consulting, and group facilitation. Your experience must include three years in program management and at least five years in a matrixed environment.

PMP or related certification, Six Sigma or LEAN experience preferred. Additionally, you must have solid Microsoft Office skills including MS Project.

This position requires a self-starter with superior project management, interpersonal, communication and presentation skills as well as the ability to establish and maintain effective working relationships with executives, and other key stakeholders.

Join City of Hope as we work together to create the optimum environment to redefine the future of modern medicine. For consideration, please apply online at www.cityofhope.org/employment.

City of Hope provides an environment of diversity, discovery and unlimited possibilities. An Equal Opportunity Employer.



Director of Revenue Integrity (Salinas, CA)

Walk through our doors and you'll know in an instant what's different about Salinas Valley Memorial Healthcare System. **Everything**. From the personalized care we provide to the groundbreaking treatments we offer, our 266-bed district hospital consistently reaches beyond its most ambitious goals to achieve a level of excellence and collaboration only a privileged few can experience.

In this role, you will have primary responsibility for revenue integrity activities, including performing and reporting revenue cycle financial analytics related to effective and accurate charge capture, pre- and post-payment billing compliance and documentation audits, maintaining chargemaster integrity and accuracy, providing education and training related to Revenue Integrity requirements and assisting with implementation and resolving claims management issues. In addition, we'll rely on you to facilitate activities related to government audits, manage data analytics, provide resources related to denials management, maintain department and compliance related projects and investigate billing compliance concerns.

Requires a Bachelor's degree in Nursing, HIM, Business Administration, Operations Research, Public Health Administration, Finance or a related field along with an RN license or RHIA, RHIT, CCS or AAPC certification. Must have 7 years of experience in healthcare financial services and/or healthcare reimbursement, experience with clinical trials rules/regulations, knowledge of federal and state laws/regulations related to healthcare services, reimbursement and financial reporting, and a background in charge description master development and maintenance. You must have knowledge of the revenue cycle process, including registration, billing, coding and auditing, be able to take initiative in problem identification, resolution and implementing necessary changes, have knowledge of APCs, DRGs, grouper software and related Medicare statistical metrics, and have effective communication and relationship skills. Experience as a nurse or nurse auditor is preferred.

Located in the beautiful Central Coast/Monterey Bay area of California, we offer a compensation package and work environment that will impress you. Please visit our website and apply online at: www.svmh.com, or email resume to: resumes@svmh.com. EOE



Care Management Director (Scotts Valley, CA)

Under the direction of the Chief Health Services Officer, and in collaboration with the Chief Medical Officer, this position is responsible for strategic direction, planning and management of the Alliance Care Management and Health Education Programs, to include development and implementation of new programs and services as they relate to Care Management and Health Programs. The Care Management Director will maintain Health Education and Care Management policies and procedures to meet Alliance goals and ensure regulatory/contractual compliance, including audits. Will collaborate with the Quality Improvement Director, Utilization Management Director and other staff on special projects as required. The incumbent will build and maintain collaborative relationships with clinical and social services agencies and will provide staff support to Alliance advisory groups and clinical committees. The Care Management Director provides direct supervision to the Care Management Manager and the Health Programs Manager, and other staff in the department, as required.

The position requires current, unrestricted California RN license with a Bachelor's degree, Master's degree preferred. A minimum of four (4) years of clinical experience, preferably in both inpatient and outpatient care; experience in a Care Management capacity/setting is strongly preferred and experience supervising clinical staff is required.

Compensation Range: \$103,706 - \$157,802 annual, dependent upon skills and experience plus an attractive and competitive benefit plan. This is an Exempt position.

For a complete Position Description and to apply on-line, please visit us at www.ccah-alliance.org/careers.html. This recruitment will remain open until the position is filled.

Creating Health Care Solutions



Partnership Account Manager (Registered Nurse or Pharmacist) (Los Angeles, CA)

The Partnership Account Manager develops and maintains consultative relationships with partnerships to meet customer objectives that are also aligned with company initiatives. Collaborates with and supports Infusion Planning Directors and operations staff in the management and maintenance of partnerships. Prepares, coordinates and facilitates partnership meetings, reporting and following up on requirements as needed. Interacts with discharge planners, case managers and physicians for transition of patients from acute setting to alternate infusion setting. Supports company Medical Management Solutions (MMS) by providing quality reviews, gathering data for business analysis and managing operations meetings. Works with general/location managers to ensure that operational capabilities are aligned with cost objectives. Monitors amount of pull through business associated with assigned partnerships and works with general managers and infusion planning directors to achieve stated business and sales goals. Assists with business development activities as needed.

Full time, salaried position. \$85,000-105,000/year.

Full benefits package.

Requirements:

Registered Nurse or Pharmacist licensed in the state of California. MBA or related advanced business degree preferred. Minimum 2 years of management or payer case management experience required, with infusion experience preferred. Sales and/or customer service experience in related field, preferably at C-suite level desired. Excellent verbal/written skills. Advanced problem-solving skills to allow for best outcomes for both the company and the client. Candidate must reside in the Los Angeles area.

Apply to: rlundzeiger@crescenthh.com

Direct: 714-520-6511

Toll free: 800-722-8085

Fax: 714-533-1319

Web site: www.crescenthealthcare.com

Career Opportunities

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Regional MDS Nurse Consultant (Modesto, CA)

Avalon Health Care has an exciting opportunity for an experienced MDS Nurse (RN) to be a **Regional MDS Case Manager** for our California Region!

The Regional MDS Case Manager will be responsible for the provision of expert advice and oversight to facility management personnel and line staff to ensure that systems are maintained to effectively and efficiently operate the facility in a manner to safely meet residents' needs in compliance with federal, state and local requirements.

Candidates should have current nursing license and be MDS 3.0 certified, as well as great leadership skills! We want individuals that make patient care a top priority and can help us continue our tradition of providing excellent quality of care, and who would like to grow with us as we continue to build our service alliance!

We offer a competitive salary, a generous Paid Time Off program, comprehensive benefits, and excellent benefits!

To learn more, see additional requirements and apply, please visit us online at www.AvalonHCL.com
Job tracking code "957"

EOE



PeaceHealth St. John Medical Center

Nurse Manager - Emergency

PeaceHealth, St. John Medical Center in Longview, Washington, is an integral part of a nationally recognized not-for-profit healthcare system known for its innovations in patient-centered care, patient safety, and healthcare technologies. Frequently named one of the region's best employers, we have received awards for Community Value, and a Thomas Reuther study named us one of the top 50 best performing healthcare systems in the U.S. If you are dedicated to exceptional medicine and compassionate care, we invite you to consider the following opportunity with us:

Seeking an experienced leader for our busy 37 bed Emergency department at our 200 bed, level III trauma center, community hospital. Ideal candidate will be a BSN with leadership experience, RN license, and a strong emergency nursing background. In this role, you are responsible for 24-hour day-to-day operations of the Emergency department; supervision of personnel; staff performance; patient experience and outcomes, staff satisfaction; financial well being; regulatory and quality measure compliance.

Longview is a short drive from several exciting mountain adventures, nearby the picturesque Pacific Coast, and just 40 short miles north of Portland. Enjoy the peaceful lifestyle and natural beauty of this family-orientated community offering the amenities of both Portland and Seattle.

We offer a competitive salary and benefits package, as well as relocation assistance. Interested applicants may review a complete job description or complete an application via our website www.peacehealth.org. Resumes may be submitted in addition to an application to Lwishard@peacehealth.org.

EOE



Healthcare Management Consultants (San Francisco, CA)

ECG Management Consultants, Inc., is a nationally recognized leader in providing a full range of management consulting services to prestigious healthcare organizations. We are currently seeking healthcare management consultants for our San Francisco office.

If you are committed to a professional consulting career characterized by exceptional quality and client service, perhaps it is time to look at ECG. We are a privately held and independent firm with a 35-plus year history of growth and a commitment to helping health systems, hospitals, physician practices, and schools of medicine navigate the strategic, financial, operational, and political issues they face.

We are seeking professionals who are interested in a long-term career in healthcare consulting dedicated to providing high-quality, value-added services. You must possess a master's degree, be driven to excellence, have an entrepreneurial spirit and a passion to be a leader in the consulting profession and healthcare industry. We are looking for entry-level professionals and experienced professionals with demonstrated success in healthcare consulting. You must be willing to travel and be able to relocate to within commuting distance of our San Francisco office. We offer an attractive compensation package that rewards success and accomplishment, as well as the opportunity for rapid professional growth for individuals willing to devote the effort required. If this describes your ideal consulting environment and your own personal characteristics, e-mail a letter and resume to:

Recruiting Manager
ECG Management Consultants, Inc.
recruiting@ecgmc.com
EOE



Chargemaster Specialist (Salinas, CA)

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Working under the supervision of the Revenue Integrity Manager, you will maintain the Charge Description Master (CDM) to insure current and on-going compliance with Medicare, Medi-Cal and managed care reimbursement requirements. Responsibilities include facilitating accurate charge capture processes, assisting the Manager in providing organization-wide education related to CDM, billing and charge capture, as well as participating in all CDM related activities and committees.

Requires a Bachelor's degree in Nursing, Business or other healthcare field, 3 years of clinical practice experience and 2+ years of hospital billing or related revenue cycle experience. Must have demonstrated expertise in CPT, HCPCS and revenue code assignments, current knowledge of Medicare, Medi-Cal and other insurance reimbursements including APCs, DRGs and other payment methodologies, the ability to access and retrieve information from government web sites and knowledge of claims management processes. Strong MS Office and written/verbal communication skills are essential. Prefer a CARN license or RHIA, RHIT, CCS or AAPC certification.

Located in the beautiful Central Coast/Monterey Bay area of California, we offer a compensation package and work environment that will impress you. Please visit our website and apply online at www.svmh.com, or email resume to: resumes@svmh.com. EOE



Chief Financial Officer Ventura County Healthcare Agency (Ventura, CA)

Positioned in between Los Angeles and Santa Barbara counties in sunny Southern California is the beautiful County of Ventura. The county is located on the south-central coast of California, which provides the ideal "Mediterranean" Climate.

Ventura County Health Care Agency is proud to provide a system which ensures access to quality, cost effective, culturally sensitive health care for all, especially the most vulnerable members of our community. This access is provided by over 3000 extraordinarily dedicated, talented and compassionate physicians and staff of the Health Care Agency and through our partnerships with public and private community based organizations.

The Chief Financial Officer – Health Care Agency is responsible for the administration, planning, and coordination of the Health Care Agency's financial activities that involve a budget of approximately \$500M, including fiscal services, revenue services, program audits and reimbursement, contract administration, and capital planning; represents the department's interests at the local, state, and federal levels regarding health care funding, revenue reimbursement, and financial compliance; provides technical and policy advice to the Director-HCA regarding agency-wide health care financial, contracting, and capital planning issues having a significant impact upon agency operations; is responsible for the work of subordinate managers; and serves as a member of the County's management team.

Minimum Qualifications:

A Bachelor's degree from an accredited college or university in accounting, finance, business administration, or a related field AND five (5) years of professional accounting, auditing, or financial management experience which included supervisory/management responsibilities over unit/division operations.

Desirable Qualifications:

A Master's degree in accounting, finance, business administration, health care services administration, or a related field.

Experience with program development, project management, and/or financial administration in a hospital or other health care setting.

Experience presenting to committees and other decision making bodies, such as Ventura County Board of Supervisors.

Interested individuals are encouraged to apply. Application and supplemental questionnaire are required. Resumes are NOT accepted in lieu of the county application. Apply online at www.ventura.org/hr. Applications will be accepted until October 21, 2011 at 5:00 p.m.

For additional information call (805) 677-5302.

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